

DD/A Registry

File PERSONNEL

DD/A 75-0952

26 February 1975

MEMORANDUM FOR: Executive Secretary

SUBJECT : Year-end Report for Sixteen Point Program (MCA-86/B)

1. Attached herewith are eleven copies of the Director of Personnel's memorandum of 19 February 1975, which reflects comments on [] report to the Director of Central Intelligence, dated 22 January 1975. It is understood that this issue will be discussed at a future CIA Management Committee meeting.

2. The Deputy Director for Administration has asked that the Office of Personnel memorandum be disseminated to all members of the Management Committee.



Executive Officer
Deputy Director for Administration

Att: DD/A 75-0856 - D/OP Memo to DD/A; dtd 19 Feb 75; Subj: Comments on Year-end Report for Sixteen Point Program
Distribution: Orig - Exec Secretary w/ll cys att
1 - ER w/cy att
1 - D/OP w/o att
✓ 1 - MCA 86/B w/att
1 - DD/A Subject w/att
1 - DD/A Chrono w/o att
1 - LJD Chrono w/o att

EO-DD/A: [] der (26 Feb 75)

86-B

19 FEB 1975

MEMORANDUM FOR: Deputy Director for Administration

SUBJECT : Comments on Year-End Report for Sixteen Point Program

REFERENCE : Memo to DCI, dtd 22 Jan 75, same subject

I have read the referenced report with interest and my comments follow:

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1. [] indicates that Hispanic-American Agency employees can now be identified. This is true. It is also worthy of note that Hispanic-American applicants can now be identified and statistics maintained on them in a manner similar to those we keep and report on black and women applicants.

2. I do not believe we have a formal "hiring goal" for Hispanic-Americans. [] is working closely with Chief, Recruitment Division and the DD/Pers/R&P in the total area of requirements as well as recruiting. He is aware of the limited amount of employment we are undertaking in FY-1975 and FY-1976. I believe he will be trying at the Management Committee Meeting to get some kind of a goal established for the remainder of FY-1975 and into FY-1976.

3. [] advises me that [] uses the word "recruitment" in the same sense [] initially did when talking about minority problems. To him it means the entire employment process, from interview through selection to EOD. In this sense he has a point. I don't believe we have EOD'd one professional Hispanic-American employee in the last several months.

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Approved For Release 2003/04/29 : CIA-RDP84-00780R006500030012-7

Next 2 Page(s) In Document Exempt

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75-1577
Executive Registry

75-281/4

April 2, 1975

MEMORANDUM FOR: Director of Central Intelligence
THROUGH : Director, Equal Employment Opportunity
SUBJECT : Sixteen Point Program

1. On March 27 I discussed the Sixteen Point Program with you and as you may recall I asked for a small independent fund to assist me in meeting the program's goals. I believe this fund is necessary to insure that the Agency is doing its best to advance the employment of Spanish-surnamed individuals. I would hope for a fund of \$10,000 for FY 1976. I believe that \$2,000 or \$3,000 will be sufficient for the remainder of FY 1975.

2. This fund, to be controlled by the program coordinator, would cover invitational travel, recruitment trips, per diem, discreet advertising and other expenses related to recruitment. Such a large sum should not be necessary in the future once we begin to get some people on board.

3. I also asked for the establishment of a review process for Spanish-surnamed professional applicants who have been rejected. This would conform with the procedure now in effect for Black rejects.



Coordinator
Sixteen Point Program

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